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ABSTRACT

This report examined 10-year trends in applications to Maryland's two law schools (the University of Baltimore School of Law and the University of Maryland School of Law), enrollment, and the first-time passage rates of graduates on the Maryland Bar Examination. Breakdowns by gender and race are also provided. The study also explored the projected need for lawyers in the state through the year 2005 and reviewed the results of surveys of graduates from the two law schools regarding employment. It was found that applications to Maryland's two law schools declined by 42 percent between 1992 and 1997, although enrollments remained relatively constant during the period. For the past four years, a substantial majority of graduates who have taken the bar examination administered in July passed it on their first try. It was also found that although at least 80 percent of 1996 graduates reported that they had full-time jobs within six to nine months of graduation, less than two-thirds of these graduates were working in full-time legal positions. The report also found that employment for lawyers in Maryland is expected to grow 29 percent from 1992 to 2005. (MDM)

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ED 422 751

MARYLAND HIGHER EDUCATION COMMISSION

STUDY OF THE SUPPLY OF AND DEMAND FOR LAW SCHOOL GRADUATES IN MARYLAND

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EXECUTIVE SUMMARY

Concerns that the future number of lawyers in the State may exceed the jobs available prompted the Maryland Higher Education Commission to conduct a study of the supply of and demand for law school graduates in Maryland.

This report examines 10-year trends in applications to the State's two law schools and the number and percentage who enrolled, the credentials of entering law students, the number of professional degrees awarded in law, and the first-time passage rates of graduates on the Maryland Bar Examination. The study also explores the projected need for lawyers in the State through the year 2005 and reviews the results of surveys of graduates from the two law schools regarding employment. Breakdowns by gender and race are provided. Comparisons are made with national data as available. Supplementing the statistical data is information drawn from interviews with the deans of both law schools and their staff. Policy questions relevant to statewide higher education planning are raised.

These are highlights of the results of the study:

Supply of Law School Graduates

- Applications to Maryland's two law schools declined by 42 percent between 1992 and 1997. However, enrollments remained relatively constant during this period, reflecting the desire of the law schools to maintain the size of their classes. As a result, the proportion of applicants who were admitted and enrolled jumped from 8 percent in 1992 to 14 percent in 1997. The University of Baltimore School of Law admitted a larger percentage of its applicant pool than did the University of Maryland School of Law in 1997.

- In the past five years, the scores on the Law School Admission Test (LSAT) of entering day students at both law schools have slipped.

- Since 1989, women have constituted approximately half of the enrollments at Maryland's law schools.

- The percentage which African-Americans represent of Maryland's law students has fallen sharply in recent years, after experiencing a strong increase in the late 1980s and early 1990s. However, enrollment patterns for all minority students have been more stable, due to substantial growth in the number of Asian-American and Hispanic students.

- The number of first professional degrees awarded in law in Maryland has fluctuated in a narrow range in the past 10 years.

- Approximately half of the law degrees in the State were earned by women during the 10-year period.

- The percentage of law degrees in Maryland awarded to African-Americans nearly doubled between 1988 and 1995 to almost 20 percent, but have dropped in the past two years. Since 1989, the percentage of law degrees earned by all minorities in the State more than doubled to 24 percent.

- For the past four years, a substantial majority of the graduates from both Maryland law schools who took the July administration of the State bar examination passed it on their first try.

Demand for Law School Graduates

- Employment for lawyers in Maryland is expected to grow by 29 percent by 2005 from 1992 levels. This is consistent with national trends and exceeds the projected 22 percent rate for all occupations in the State.

- At least 80 percent of the 1996 graduates from Maryland's law schools reported that they had full-time jobs within six to nine months of graduation. However, less than two-thirds of these graduates were working in a full-time legal position. The unemployment rate was 9.3 percent for the University of Baltimore and 8.3 percent for the University of Maryland, the lowest figure for both schools in the past five years.

- When compared to their national counterparts, fewer Maryland law school graduates were in private practice but more were employed in a judicial clerkship or in a position with government or business.

- Three factors measure the job prospects for new law school graduates: the ratio of the number of graduates to number of available jobs, the percentage of graduates who were residents of the State, and the percentage of jobs in the State taken by residents. Based on these factors, the study concluded that Maryland has a fairly good job market for new law school graduates.

- A greater percentage of men than women graduates at both law schools held full-time employment as well as a job related to the practice of law. Fewer women in Maryland had jobs in private practice.

- The unemployment rate among African-American law school graduates in Maryland in 1996 was more than double that of whites and considerably above that of other minorities. Eighteen percent of African-American graduates from the University of Baltimore School of Law were jobless, as were 15 percent of those from the University of Maryland School of Law. Far fewer African-American graduates at both law schools had landed a full-time legal position than had other

minorities or whites.

- Fewer African-American law school graduates held full-time positions in private practice, while more had found employment in government.

INTRODUCTION

In the late 1980s and early 1990s, law enjoyed substantial popularity as a prospective profession. Applications at American law schools swelled as students were attracted by visions of extraordinary salaries and the dream of lucrative employment at elite legal firms. However, the boom proved not to be sustainable. Applications at law schools approved by the American Bar Association peaked in 1990-1991 just short of 100,000 but declined steadily since that year to 76,700 in 1995-1996. The number of people awarded law degrees in the United States reached a high in 1993-1994.

Faced with declining interest among students and concerned about the ability to place graduates in good jobs, many law schools have been reducing the size of their entering classes. These include institutions like Creighton University, University of Miami, Rutgers University, and Boston University. Even the most selective law schools, while not seeking to cut enrollments, have experienced drops of 10 percent in applications.

In addition, notions about an excessive supply of lawyers have permeated the popular culture. Stories about the reluctance of citizens to serve in volunteer capacities because of fear of litigation, the refusal of companies to market new products because of the threat of frivolous lawsuits, underemployment of experienced attorneys, and aggressive and even tasteless advertising for clients on television have fueled the belief, even among some lawyers, that law schools are producing more graduates than the market can bear.

Concerns about the possibility of a "glut" of newly-minted lawyers in the State prompted the Maryland Higher Education Commission to undertake a study of the supply of and demand for law school graduates in Maryland. This issue has particular policy relevance since Maryland has two publicly-supported law schools within a short distance of each other in Baltimore City: the University of Maryland School of Law, one of the six professional schools of the University of Maryland, Baltimore, and the University of Baltimore School of Law.

In addressing supply, this report examines 10-year trends in applications to the two law schools and the number and percentage of students who actually enrolled, the credentials of the entering law school students, the number of first professional degrees in law awarded, and the first-time passage rates of graduates on the Maryland Bar Examination. The enrollment and degree information is analyzed on the basis of gender and race. The number of Maryland residents and out-of-state residents enrolling in law programs in the State also is presented.

In determining demand, the study looks at the projected need for lawyers in the State through the year 2005. It also reviews the results of surveys of graduates from the two

law schools within nine months after earning their degrees. This analysis includes trends over the past few years in the employment status of graduates, the types of employers with whom they are working, the location of their job, and annual salaries of those employed full-time. Breakdowns by gender and race are provided.

In discussing both the supply and demand data, comparisons are made with national information as available. In conducting this study, the Commission staff interviewed the deans of both law schools and their senior staff, including the individuals responsible for career services. These sessions proved to be enlightening, and the results are integrated into this report. The study concludes with policy questions related to statewide higher education planning.

SUPPLY OF LAW SCHOOL GRADUATES

The Maryland Higher Education Commission collects unit record data about the enrollments of students attending the two law schools in the State as well as the degrees awarded to graduates. Information about applicants and their credentials was supplied by the law schools and the figures about performance on the bar examinations were provided by the State Board of Law Examiners. National statistics were obtained from the American Bar Association.

Trends in Law School Applications and Enrollments

The number of applications to Maryland law schools increased sharply between 1988 and 1992, but have declined steadily and substantially since that time (Table 1). Applications fell from 7,024 in 1992 to 4,100 in 1997 or by 42 percent. Both day and evening applications dropped during this period. Maryland's law schools received 1,000 more applicants in 1989 than they had in 1997. This pattern prevailed at both of the law schools. Since 1992, applications at the University of Maryland have declined by 41 percent while those at the University of Baltimore dropped by 42 percent. In general, applications at Maryland's law schools have returned to the levels of the mid 1980s. The experience of Maryland's law schools reflect national trends. The number of applicants at U.S. law schools approved by the American Bar Association rose markedly between 1986 and 1990 but have fallen by 30 percent since that year.

However, enrollments at Maryland law schools have remained relatively constant during the past 10 years, reflecting the desire of these institutions to maintain the current size of their classes and the number of lawyers produced. The number of students at the two law schools in 1997 was 1,882, just 61 more than in 1989. Between 1989 and 1997, enrollments at the University of Maryland rose just 1 percent, and they increased by 6 percent at the University of Baltimore. During the same period, first-year law school enrollments increased by 6 percent at the University of

Maryland, while they were flat at the University of Baltimore. In comparison, the number of first year law school students nationally rose 5 percent between 1987 and 1996, and total enrollments in J.D. programs went up 9 percent.

Because of the shifts in applicants, the percentage of students who were admitted to and enrolled at Maryland's laws schools have fluctuated over the past 10 years. The proportion of applicants who were admitted and enrolled declined from 13 percent in 1988 to 8 percent in 1992, but it has increased steadily since that year to 14 percent in 1997. Both law schools followed this pattern, but the University of Maryland has admitted and enrolled a smaller proportion of its applicant pool than the University of Baltimore. In 1997, 17 percent of the applicants at the University of Baltimore enrolled, compared to 11 percent of those at the University of Maryland.

The staff at the two law schools were not concerned about the drop in the number of law school applicants in recent years. Both expressed the view that the quantity of students seeking entry to law programs in the late 1980s and early 1990s was an aberration and that the number of applications is returning to the norm. The dean at the University of Baltimore thought that the decline in applications is bottoming out and that "we are where we want to be in terms of applicants." Partly as a result of the application trends, the University of Baltimore recently cut enrollment in its evening program and increased numbers in its day division. This will eventually reduce slightly the size of the law school, but it also is intended to accommodate evening students who prefer to attend during the day. The dean at the University of Maryland stated that the quality of students at his school is better now than it was two years ago, despite the drop in the pool. "Every law school in the country should cut the size of its class back to 1975 levels," he said. "If this were done, eight of the 10 law schools in the Baltimore/Washington area would have to reduce their class size, but we would not."

Table 2 displays trends in the credentials of entering students at Maryland's two law schools, based on their median grade point average in college and score on the Law School Admissions Test (LSAT). Separate figures are provided for day and evening students. Students at both schools usually earned a "B" average (3.0) or better in college, with the grades of those at the University of Maryland slightly above those at the University of Baltimore. In the past five years, LSAT scores of entering day students at the University of Maryland have slipped from 160 to 156, while those at the University of Baltimore have fallen from 156 to 150. This is reflective of the higher percentage of the applicant pool which is admitted to and enrolls at the law schools.

Trends in Law School Enrollments by Gender, Race and Residence

Since 1989, approximately half of the students enrolled at Maryland's law schools have been women (Table 3). Women have constituted a slightly greater proportion of the classes at the University of Maryland than at the University of Baltimore. But both institutions have exceeded the average of all U.S. law schools; nationally, the

percentage of women enrolled in law school has slowly but steadily increased from 42 percent to 44 percent in the past 10 years.

The percentage which African-Americans constitute of the students at Maryland's law schools has plummeted in recent years, after enjoying a sharp increase in the late 1980s and early 1990s (Table 4). The proportion of African-Americans in law programs in Maryland rose from 11.4 percent in 1988 to 18.7 percent in 1993, but has steadily fallen since that year to 13.3 percent in 1997. These trends have been in evidence at both law schools, but the drop has been noticeably steep at the University of Maryland in the past three years where the percentage of African-American students plunged from 20.2 percent to 13.6 percent. This may be a problem nationally. Of the net decline in entering students at law schools nationally between 1995 and 1996, 92 percent were accounted for by a drop in the number of minority students.

However, the enrollment trend for all minorities at Maryland law schools has been much more stable than for African-Americans. Between 1988 and 1993, the percentage of minority law school students in Maryland jumped from 14.3 percent to 23.9 percent--and it has remained relatively constant since that time. This is because the drop in the number of African-American students has been largely offset by large increases in the enrollment of Asian-American and Hispanic students. The number of Asian-Americans at the law schools soared by almost seven times since 1988, while the number of Hispanics more than tripled. As a consequence, minorities made up a sizable percentage of the law school classes at both schools in 1997: 26.8 percent at the University of Maryland and 19.5 at the University of Baltimore. The proportion of minorities at the University of Baltimore actually rose in the past three years. While the ability of law schools to maintain an ethnically diverse student body is complicated by recent court decisions that have affected the use of race in college admission practices, the law still provides schools with various means for addressing diversity. This is particularly true for schools with a history of *de jure* segregation and discrimination.

Nonresidents have represented only about one-fifth of the law school enrollments in Maryland over the past 10 years (Table 5). However, the proportion of nonresidents among the student body has risen from 21 percent to 23 percent since 1994. Nonresidents make up a larger proportion of the law school classes at the University of Maryland than at the University of Baltimore. In 1997, 29 percent of the students at the University of Maryland were from out-of-state, compared to just 18 percent of those at the University of Baltimore. Out-of-state applicants generally have stronger academic credentials than their Maryland counterparts.

Trends in Law Degrees and Bar Examination Performance

The number of first professional degrees in law awarded in Maryland has remained relatively stable during the past 10 years, fluctuating between 476 and 570 (Table 6).

In all but two of the years, the majority of degrees were earned by students at the University of Baltimore. The number of law degrees (LL.B or J.D.) awarded by schools nationally has been stable since 1991, ranging between 38,800 and 40,213.

Like the trends in enrollment, approximately half of the law degrees in Maryland were earned by women over the 10-year period (Table 7). A slightly higher proportion of University of Maryland graduates have been women. However, the proportion of women among the degree recipients at the University of Baltimore has risen since 1991, when 40 percent of its graduates were female.

The percentage of first professional degrees in law in Maryland that were earned by African-Americans nearly doubled from 10.5 percent in 1988 to 19.8 percent in 1995 (Table 8). However, the proportion dropped in the next two years. In 1997, 15.5 percent of all law degrees awarded in the State went to African-Americans. The patterns are different for the two schools. At the University of Baltimore, the proportion of law degrees earned by African-Americans more than tripled between 1988 and 1995, rising from 5.1 percent to 18.4 percent. But the percentage plummeted to just 10.1 percent in 1997, as the number of degrees awarded to African-Americans fell from 57 to 31. The figures have been less volatile at the University of Maryland, where the proportion of degrees awarded to African-Americans rose from 13.2 percent in 1989 to 22.8 percent in 1994 and has remained relatively stable since that year. In 1997, 22.4 percent of the law degrees at the University of Maryland were earned by African-Americans.

The percentage of all minorities among law degree recipients climbed from 11.7 percent in 1989 to 23.6 percent in 1995. In 1997, 21.2 percent of all law degrees in the State went to minorities. While the number of law degrees awarded to whites has changed little over the past 10 years, those earned by African-Americans have increased from 50 to 85; by Asian-Americans, from 7 to 20; and by Hispanics, from 2 to 11. However, the proportion of degrees awarded to minorities has been considerably greater at the University of Maryland in recent years. More than one-fourth of the graduating law school class at the University of Maryland between 1994 and 1996 consisted of minorities. In addition, more than one-third (33.6 percent) of the 1997 degree recipients from that institution were minorities.

The dean of the University of Maryland School of Law said that "we have an extraordinarily strong commitment to recruit minorities." He said that the "ghost of Thurgood Marshall," who was unable to enroll because of his race, haunts the school. The staff of the law school described several strategies that they have employed to target minorities, including the preparation of a special brochure, proactive contacts with undergraduates by law school representatives, open houses, a letter from the mayor of Baltimore, the use of minority clerkships, the involvement of influential graduates, and, especially, the maintenance of a racially diverse faculty and staff at the school. The dean also said that money was a factor: tuition costs that are reasonable.

The staff of the University of Baltimore reported that the retention of African-American students at their school has been enhanced by their Summer Institute, an intensive four-week program designed for at-risk students whom they see as having potential. The Institute enrolls about 30 students, representing about 10 percent of the entering class. African-Americans constitute about 60 to 70 percent of the Institute's students. The major emphasis is improving writing skills, exam taking, and problem solving. "All of us believe that it is important to have a student body that is diverse in a variety of ways," the law school dean said. "We want a class that will contribute to the type of dialogue we want to have in law school. Overcoming disadvantage is a positive factor in admissions. We will continue to promote this policy to the fullest extent permitted by law."

Performance on Maryland Bar Examination

The Maryland Bar Examination is administered twice each year: in February and July. Table 9 presents the percentage of test-takers in the past five years who graduated from a Maryland or out-of-state law school. The largest number of graduates sit for the July examinations and, in these, approximately 30 percent earned their degree from one of the State's two law schools.

A substantial majority of the graduates from the two law schools who took the examination in July passed it on their initial attempt (Table 10). In the July tests for 1993 through 1996, more than 80 percent of the graduates from the University of Maryland passed the test on their first try. Three-fourths of the University of Maryland graduates who took it in July 1997 were successful. The first time passage rates in the July examination achieved by graduates of the University of Baltimore were below those of the University of Maryland, but still high. More than 80 percent of those who stood for the examination in July of 1993, 1994 and 1995 passed it in their inaugural effort, as did nearly three-fourths of those in July 1996 and more than two-thirds of the graduates in July 1997. The passage rates of graduates from the University of Maryland exceeded the average for all candidates (both in and out of state) who took the July test in each year; this was true for graduates from the University of Baltimore in a majority of the years.

DEMAND FOR LAW SCHOOL GRADUATES

Americans believe that there are too many lawyers and that the job market for attorneys is saturated. This idea is not limited to the general public but is held by many prominent people who are knowledgeable about the legal profession. Robert L. Potts, president of the University of North Alabama and a past chair of the National Conference of Bar Examiners, reflected this view in a 1996 opinion piece in *The Chronicle of Higher Education* pointedly titled "Too Many Lawyers, Too Few Jobs."

Potts argued that "law schools are flooding the market with huge numbers of lawyers each year." He cited statistics that nearly one million lawyers are licensed to practice and more than 50,000 new attorneys join their ranks each year--providing the country with a lawyer for every 300 people.

This notion is not new. As early as 1830s, there were public outcries about the overabundance of attorneys. In 1908, when there were 8,000 lawyers in the United States, a leader in the national legal community called for the closing of half of all law schools. In 1977, Chief Justice Warren Burger complained that "we may well be on our way to a society overrun by hordes of lawyers, hungry as locusts."

The deans of both Maryland law schools attributed this widespread belief to unfair caricatures of lawyers and their work. One argued that "litigation is only a small part of the legal work in the country, yet the public sees lawyers representing people in situations they regard as frivolous." He contended that insufficient attention is given to the contribution which lawyers make to settling cases outside of court. The other dean blamed the persistence of the public view about the legal profession on the popular stereotype of the lawyer who makes too much money and on an "extremely well-funded campaign by businesses and the insurance companies" regarding how frivolous lawsuits are hurting the country. He mused that there might be a shortage of lawyers in the next few years.

Indeed, the popular perceptions do appear to be inconsistent with future labor market trends. The U.S. Bureau of Labor Statistics estimated that jobs for lawyers will grow by 28 percent through the year 2005 from 1994 levels, more than twice the average for all occupations. These figures are similar to those found in employment studies in Maryland. According to statistics from the Maryland Office of Labor Market Analysis and Information, employment for lawyers in the State is expected to grow by 29 percent by 2005 from 1992 levels, above the 22 percent average for all occupations. Growth is anticipated to be especially strong in Baltimore City, where lawyers ranked among the professional occupations with the largest projected employment and openings by 2005.

Several factors have been identified as contributing to the expected, long-term growth in demand for legal services in the United States: 1) the expanding number of laws, regulations, and judicial decisions; 2) an increase in the complexity of legal transactions; 3) new areas of business activity requiring legal specialization, such as employee benefits, intellectual property, sexual harassment, the environment, and real estate; 4) expansion of the legal needs of middle class and lower income Americans; 5) the increasing internationalization of the world economy; 6) shifts to a technology-based economy and the need for lawyers to support the emerging high tech companies; 7) societal issues related to the family; 8) demographic changes, such as the aging of America and the focus on health care; and 9) continuing social controversies, such as immigration, civil rights, abortion and AIDS activism. Some believe that the demand

for legal services is likely to exceed both the increase in population as well as the growth in economic activity.

Both of Maryland's law schools have sought to take advantage of these trends. The University of Maryland offers interdisciplinary programs dealing with environmental law, the law and health care, law and entrepreneurship, international and comparative law, and the nation's first intellectual property clinical program. The University of Baltimore has initiated an Areas of Concentration element to its upper division curricula; students are encouraged to select one or two areas for in-depth study in order to prepare them better for employment.

The results of a national survey of recent law school graduates show that a substantial majority lands full-time jobs within nine months of graduation and most of these involve work in the legal profession. However, the unemployment rate for new graduates is above the national average. The National Association of Law Placement (NALP) conducts an annual survey to collect information about the employment status of law school graduates approximately six to nine months after receiving their degree. It is the most reliable and comprehensive source of data about the demand for new law school graduates. Nearly all (94 percent) of the 168 ABA-accredited law schools participated in the survey in 1996, supplying information on 93 percent of the graduates in that class. Both the University of Maryland and the University of Baltimore have taken part in the study and supplied the Commission staff with the results for the past several years. National comparisons were obtained from an annual report NALP prepares of the findings.

Employment Status of Graduates

Eighty percent of the 1996 law school graduates from the University of Maryland and 82 percent of those from the University of Baltimore reported that they held full-time jobs (Table 12). This was the highest full-time employment rate for both schools over the past five years. The figures at University of Maryland have fluctuated within a narrow range during this period, with more than three-fourths in each year indicating that they held full-time jobs. At the University of Baltimore, there has been a steady increase in the percentage of graduates working full-time.

However, less than two-thirds of the 1996 graduates from both schools reported that they had a full-time legal position. During the past five years, as few as 57 percent of law school graduates from the University of Maryland and 53 percent of those from the University of Baltimore indicated that they held full-time jobs directly involved in the practice of law. However, the seriousness of this finding is disputed. The dean of the University of Maryland said that "if you look at the profession over a very long period, you will find that it is not unusual to find graduates working outside of the field." Indeed, research has shown that approximately 20 to 25 percent of the lawyers who start out in private practice assume jobs in business, government and other areas within four years. The dean of the University of Baltimore noted that some people come to

law school because they are interested in a career in politics or public policy, while others are already employed and are not interested in starting out as a new attorney. In addition, some law school deans contend that law schools should not tie their enrollments to the job market, since legal education provides a sound education for people who go into business or public policy positions or want the training to credential themselves better for job opportunities.

The unemployment rate (seeking work but not finding it) was 9.3 percent for the University of Baltimore law school graduates and 8.3 percent for the University of Maryland graduates in 1996. This was the lowest figure for both schools during the five-year period. The unemployment rate was as high as 12.7 at the University of Maryland in 1995 and 18.6 percent at the University of Baltimore in 1992.

The 1996 figures for Maryland's two law schools resembled the national average. Among all law school graduates in the country, 81 percent reported being employed full-time, 71 percent were working full-time in a legal position, and 8.2 percent were jobless.

Both of Maryland's law schools maintain active career offices which seek to place new graduates. The career development office at the University of Maryland is staffed by three lawyers with more than 30 years of combined professional experience. In addition to providing career counseling and sponsoring educational programs on job search techniques, the office recently mailed 1,500 marketing packages to legal employers, polled all State and Federal judges in Maryland regarding the availability of clerkships, hosted representatives from the U.S. Department of Justice, conducted a marketing campaign targeting small and medium-sized employers, and participated in job fairs.

The career services office at the University of Baltimore also has three full-time professional staff. It offers seminars in career planning and provides individualized counseling, helps with job search techniques, and offers extensive on-campus interviews and job fairs. The staff also reported that the law school faculty, including adjuncts, are involved in helping students find jobs. There also is a mentors program, which matches alumni with first year students. In addition, the law school offers the Explorer program for first year students, which is intended to provide them with practical experience as part of their studies, including an opportunity to work at a law-related job.

Types of Employers of Graduates

The graduates from Maryland's two law schools differ from their counterparts nationally in terms of the type of employer with whom they obtain their first job. Fewer Maryland law school graduates took positions with a law firm in private practice, while more were employed in a judicial clerkship, with another government entity, or with a business (Table 13).

While 56 percent of graduates nationwide in 1996 reported that their initial job was with a private law firm, just 42 percent of those at the University of Maryland and 40 percent of those at the University of Baltimore did likewise. In addition, of those who took jobs with private firms within Maryland, a large number worked for small companies. Forty percent of the law school graduates employed in a Maryland law firm were in firms with no more than 10 staff. Only 15 percent were with firms with more than 100. The staff of the University of Baltimore indicated that most of their graduates in private practice are with small to medium-sized companies. "We seek to do a good job providing legal skills education in order to prepare students for working in such firms," their dean indicated. "This involves training students in both practical and analytical lawyering skills."

A much higher percentage of 1996 graduates from both of Maryland's law schools (21 percent) than those nationwide (11 percent) indicated that their first job was a judicial clerkship. This is because state courts in Maryland are provided funding to hire clerks. The staff from both law schools were complimentary of this form of employment, although it is generally only a temporary assignment. The University of Maryland staff considered it "a great form of continuing education and training," although they expressed concern that it delays permanent job placement for more than two years. The University of Baltimore staff termed it "another year of law school with a private tutor."

While other government jobs attracted 13 percent of the new law school graduates nationally for each of the past three years, the figures tended to be higher in most cases for the graduates of the University of Baltimore and the University of Maryland. Maryland's proximity to the nation's capital makes employment with the federal government a more important source of work for graduates from the State's two law schools than for those from most other institutions.

In addition, a greater percentage of 1996 law school graduates from the University of Baltimore (19 percent) and the University of Maryland (17 percent) obtained their initial job in business or industry, compared to 14 percent for their counterparts nationwide. The percentage of law school graduates who have turned to business for their first job has been increasing both nationally and in Maryland. Since 1992, the percentage of University of Maryland graduates who have taken a position with a business nearly doubled from 9 percent to 17 percent. Similar figures are available only since 1994 for the University of Baltimore, but the trend is also up from 14 percent to 19 percent. Nationally, the proportion of law school graduates whose first job was in business or industry has risen steadily since 1989 from 6 percent to 14 percent, the highest level in the 23-year history of the NALP survey. The staff at the University of Maryland offered the view that some graduates who take positions in business never planned to practice law; rather, they went to law school with the intention of using their degree to help them get promoted or gain some other form of advancement. These students are drawn to the evening programs at both law schools.

Although the figures are small, an increasing percentage of the graduates at the University of Maryland has selected a position with a "public interest" employer: legal services or a non-profit cause-oriented or research organization. The proportion of University of Maryland graduates choosing such an employer has risen steadily from 1.1 percent in 1992 to 6.3 percent in 1996. This may be associated with the University of Maryland's nationally ranked clinical program in which it educates students about the importance of providing *pro bono* legal services.

Work Location of Graduates

The number of graduates from Maryland law schools who stay in the State after they earn their degrees is an important measure of the extent to which they provide a "return on capital" to citizens. But if too many graduates remain in the State, it could have a negative effect by flooding the local job market. As Table 14 shows, a strong majority of the employed graduates from both law schools were working in Maryland. However, there are differences between the two institutions. For the three years for which data were available, more than 80 percent of the graduates from the University of Baltimore were employed in Maryland. However, the proportion of graduates from the University of Maryland who took jobs in the State has steadily declined from 79 percent in 1992 to 68 percent in 1996.

Among all law school graduates in Maryland in 1996 who found employment, 76 percent obtained a job in the State. The national average is 66 percent. Maryland ranked 13th among the states in terms of the proportion of employed law school graduates who accepted a position in the same state in which they received their legal education. The percentage of law school graduates who stay in a State is due to a number of factors, including the supply and demand relationship (number of graduates to number of jobs available), the proportion of graduates who were residents of the State, and the presence of national versus regional law schools in the State.

If one takes the first two of the above factors and adds a third (the percentage of jobs in the State taken by residents of that State), it provides a measure of the job prospects for new graduates--whether there is a shortage, adequacy or overabundance of employment opportunities. Using information obtained from the NALP report, Table 15 presents a typology of the states using these variables. It contains the three concepts described above: 1) whether the state has fewer, more or the same number of law school graduates than jobs available; 2) whether more or less than 66 percent (the national average) of the law school graduates stay in the State after earning their degree; and 3) whether more or less than 66 percent of the jobs available go to graduates of law schools in the State. Maryland falls into the following categories: the number of graduates is roughly equal to the number of jobs, more than 66 percent of the graduates stay in the State, and 66 percent or fewer of the available jobs go to graduates of the two law schools.

This means that Maryland has a fairly good job market for new law school graduates in the State and that the number of degree recipients being produced by the University of Maryland and the University of Baltimore can be absorbed by the employment situation that exists. This is because the number of jobs equals the number of graduates and fewer than two-thirds of these jobs were taken by Maryland residents. This overcomes the problem that was potentially created when most graduates stayed in the State. Indeed, there is room for even greater percentages of graduates from the two law schools to find jobs in Maryland without flooding the market.

Annual Salaries of Law School Graduates

In 1996, the median salary of law school graduates nationally who were employed full-time was $40,000. The median salary was the same for those who held legal jobs and those employed in other professional positions. In comparison, the median salary for law school graduates from the University of Maryland who were involved in the practice of law was $40,500, while those from the University of Baltimore earned $33,000 (Table 16). The median salary for law school graduates from the University of Maryland who held other professional positions was $45,000, while degree recipients from the University of Baltimore earned $46,500.

Table 17 displays the salaries of fully-employed graduates from Maryland's two law schools in 1996 on the basis of gender, race, gender/race, type of employer, and place of employment.

Gender

The median salary of men who graduated from the University of Maryland ($44,500) greatly exceeded that of women ($36,000). However men and women graduates from the University of Baltimore earned the same: $34,000. Nationally, the median salary for men was $40,000, while it was $38,000 for women.

Race

Nonminority graduates from the University of Maryland earned a higher median salary ($45,000) than minorities ($32,850). However, the reverse was true at the University of Baltimore, where the median salary of minorities ($40,000) was higher than that of nonminorities ($34,000). Nationally, the median salary of minorities was very slightly greater that of nonminorities.

Gender/Race

Of the graduates from the University of Maryland, nonminority men had the highest median salary in 1996: $45,000. They were followed by nonminority women ($41,000), minority men ($35,000) and minority women ($32,500). In contrast, minority men earned the most among the graduates from the University of Baltimore ($54,000), followed by nonminority women ($34,100), nonminority men ($34,000), and minority women ($33,000).

Type of Employer

Graduates from the University of Maryland who landed a job in private practice enjoyed the highest median salary: $52,250. They were followed by graduates who were working in business ($49,800), government ($38,000), a public interest employer ($30,000) and a judicial clerkship ($29,000). However, graduates from the University of Baltimore with a job in business earned the most ($42,000), followed by those employed in private practice ($40,000), government ($36,000), and a clerkship ($27,849). Nationally, the highest median salaries were attained by graduates employed full-time in private law firms ($50,000), followed by those with jobs in business/industry ($45,000), judicial clerkships ($35,000), government ($34,500), and public interest organizations ($30,000).

Place of Employment

Law school graduates from both the University of Maryland and the University of Baltimore who found a full-time job outside the State earned a higher median salary than those whose employment was in Maryland. The difference was almost $10,000 for University of Maryland graduates and nearly $4,000 for those from the University of Baltimore.

Employment Status and Type of Employer By Gender and Race

Tables 18 and 19 present the employment status of law school graduates and, for those who found jobs, the type of position they attained on the basis of gender and race. Figures are provided for 1996 graduates.

Gender

A greater percentage of men than women graduates from both law schools reported that they had obtained full-time employment as well as a job in the legal profession. However, while women who graduated from the University of Maryland also had a higher unemployment rate than did men, the reverse was true for law degree recipients from the University of Baltimore. The national statistics were comparable to those in Maryland. Full-time employment was higher among men (83 percent) than women (79

percent), and slightly more men (72 percent) than women (71 percent) were hired for a full-time legal position.

Nationally, the NALP survey results found that fewer women than men accepted jobs with a law firm in private practice, while more women took jobs as judicial clerks or with public interest organizations. Among the men who were fully employed, 59 percent had entered private practice, compared to 53 percent of women. Fourteen percent of the women held clerkships, as opposed to 11 percent of men. Public interest jobs attracted 3.6 percent of the women but only 1.5 percent of the men. The findings were similar at Maryland's two law schools, where a greater percentage of the fully employed men at both institutions were working in private practice, while more women had accepted jobs with a public interest organization. However, while a greater percentage of female than male graduates from the University of Maryland were judicial clerks, the reverse was true at the University of Baltimore.

Race

The employment figures for African-Americans at both law schools were disturbing. The unemployment rate among African-American graduates from both institutions in 1996 was more than double that of whites and considerably above that of other minorities. The unemployment rate of African-Americans at the University of Maryland was 15.4 percent, compared to 7.7 for other minorities and 7.0 percent among whites. At the University of Baltimore, 18.2 percent of the African-American graduates were jobless, while 12.5 of other minorities and 7.7 percent of the whites had been unable to find employment. Far fewer African-American graduates at both law schools reported that they had found a full-time job in the legal area than either other minorities or whites. African-Americans also trailed whites substantially at both law schools in terms of the proportion of graduates who held full-time employment. Nationally, minority law school graduates have experienced higher unemployment and lower full-time employment (both overall and in the legal field) than nonminorities, but the gap is much wider in Maryland.

Like women, far fewer African-American graduates at both Maryland law schools were attracted to full-time jobs in private practice. Just 21 percent of the fully-employed African-American graduates at the University of Maryland and 12 percent of those at the University of Baltimore in 1996 indicated that they were working in a private firm. In comparison, 50 percent of the whites at the University of Maryland and 45 percent of those at the University of Baltimore were in private practice. Government jobs also were considerably more appealing to African-Americans than to whites. Government employment made up 21 percent of the jobs held by African-American graduates from the University of Maryland and 31 percent of those at the University of Baltimore. Just 8 percent of the white graduates at the University of Maryland and 16 percent of those at the University of Baltimore worked for the government.

The national data contained similar, but less dramatic, findings. A majority (57 percent) of the white law school graduates who held full-time employment in 1996 worked for a private law firm, compared to 42 percent of African-Americans (the lowest for any racial group). Twenty percent of African-Americans held government jobs, as opposed to just 12 for nonminorities. Public interest employment among minorities (4 percent) was double that of whites (2 percent).

That the employment patterns of graduates differ so greatly among racial groups and by gender reflects the perceptions that are held about the climate in various work environments, according to staff at both law schools. Law firms were described as lagging behind the rest of corporate America in terms of progress in the recruitment of minorities or sensitivity to issues of concern to women, such as the availability of family leave and day care. The staff of both law schools commented that many of the female and minority lawyers who are hired by large law firms leave within a year or so to go to an environment which is more supportive. In helping women and minorities to find jobs, the staff of the University of Baltimore School of Law said that they seek companies that have mentors for these graduates so that "there is less of a 'revolving door phenomenon.'"

The staff of the University of Maryland School of Law said that women and minorities have been drawn to government employment because it has traditionally offered greater access to them. Government, particularly at the federal level, was the first employer to apply standards of anti-discrimination and to make a conscious effort to diversity its work force. In addition, attorneys at the Department of Justice have been the role models and mentors for many women and minority lawyers. "This was the only door open for women and minorities," the dean said. "So people went through them."

POLICY QUESTIONS

There is a keen debate among U.S. law schools about the merits of slashing the size of entering classes in the face of declining applications. Some law schools have cut the number of applicants, often substantially, while others (including some selective schools) have tried to hold their enrollments as steady as possible. Maryland's two law schools have thus far opted for the second of these strategies, although the University of Baltimore has reduced its evening enrollment so that it can increase its day program. The decision that law schools make on the size of their classes can impact strongly several outcomes at their institution, including the quality of entering students, the type and degree of specialization of the curriculum that is offered, and the racial and gender make-up of the student body The following are policy questions that emerged from the study of the supply of and demand for law school graduates in Maryland:

If the number of applicants continue to decline, should Maryland's law schools limit their enrollments to preserve the quality of the students they admit?

Applications to Maryland's two law schools have been falling steadily for the past five years. In 1997, just 4,100 combined day and evening applications were received by the two institutions--a drop of more than 40 percent from 1992 levels. Although the law school staff at both schools expressed some optimism that "the bottom is near," that remains to be seen. In the meantime, enrollments have been unchanged, dropping a mere 2 percent (or 39 students) despite the huge decline in applications. This has been possible because law school administrators have admitted a greater proportion of students from their applicant pools. In 1992, eight percent of all applicants were admitted and enrolled; in 1997, this figure jumped to 14 percent. This decision has affected to some extent the quality of entering students at both institutions. While there is no evidence that unqualified students have been granted admission, the credentials of the entering classes at both schools, as measured by LSAT scores, have fallen.

Should Maryland's law schools intensify their efforts to introduce greater specialization into their curriculum in order to meet the emerging market demand for "niche" lawyering?

Jobs for lawyers are projected to increase in Maryland by 29 percent by 2005 from the levels of six years ago. One of the main factors for this predicted growth is the anticipation that there will be a sharp upswing in the general level of business activity. Much of the increased legal work will come in specialized areas that reflect ways to meet the demands generated by the dynamics of the new economy as well as important societal changes. Hence, there will be a demand for attorneys who are trained to handle legal problems related to employee benefits, intellectual property, health care, sexual harassment, the environment, real estate, technology, entrepreneurship, telecommunications, and international trade. Even law firms that do not want to add new lawyers are hiring to gain expertise in these new areas. Both of Maryland's law schools have introduced areas of concentration into their curricula to train students in these growth areas but have recognized the importance of prioritizing and focusing their educational efforts.

Are Maryland's law schools doing all they can to equip students to find and thrive in employment with small to medium-sized law firms or with business and industry?

In 1996, nearly one-half of the law school graduates from the University of Baltimore who landed positions in private practice and almost one-fourth of those from the University of Maryland reported that they were solo practitioners or working in a firm of 10 or less employees. In addition, there has been a steady increase in the percentage of graduates from both law schools in recent years who have landed jobs in the

business arena. These graduates are apt to special training in the areas of legal research, analysis and writing to equip them for employment in these particular sectors. The University of Baltimore offers a Legal Skills Program to meet this need, and the University of Maryland requires day division students to complete a clinical experience for graduation. In addition, preparing students for job search efforts with such employers may require special efforts for the career services offices of law schools.

Are the admissions and career services offices at Maryland's law schools doing all they can to recruit qualified African-American applicants and to help those who graduate to find jobs?

Both of Maryland's law schools have demonstrated a commitment to diversity. The percentage of law degrees awarded to African-Americans at both the University of Maryland and the University of Baltimore has increased sharply since 1988. Among accredited law schools that are not historically black institutions, the University of Maryland ranks sixth and the University of Baltimore seventh in the percentage of African-American students enrolled. In addition, African-Americans have earned approximately one-fifth of the law degrees awarded at the University of Maryland in the past four years. Yet, the proportion which African-Americans represent of all law school students has steadily fallen from 22.7 percent to 13.6 percent at the University of Maryland during the past five years, and it has dropped from 16.6 percent to 13.1 percent at the University of Baltimore over the previous six years. This trend, if it continues, will undercut the proportion of law degrees received by African-Americans.

In addition, the unemployment rate of African-Americans of both institutions in 1996 (18.2 percent at the University of Baltimore and 15.4 percent at the University of Maryland) is shockingly above the average for all law school graduates. Only 51 percent of the African-American graduates from the University of Maryland and 36 percent of those from the University of Baltimore reported that they held a full-time legal-related job after earning their degree.

These findings demonstrate that African-American graduates from both Maryland law schools face challenges related to their professional development and career opportunities. Programs are available to assist these students. For example, students completing their first year of law school are eligible for the Baltimore City Bar Association's Minority Clerkship Program, which chooses candidates for summer employment at area law firms. In addition to participating in this program, the career services/development offices at both law schools serve as liaisons between students and employers in numerous employment programs designed to foster diversity in the legal profession. Both law schools take part in numerous job and career fairs. Examples include the Black Law Student Association Job Fair, the Department of Justice Association of Black Attorneys Career Day, the Delaware Minority Job Fair, and the DuPont Primary Law Firm Minority Job Fairs. These efforts need to be expanded and intensified, with a greater commitment being made by the law schools to place African-American graduates.

TABLES

Table 1
Trends in Law School Applicants and Enrollments in Maryland

	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997
University of Maryland										
Day Applications	2,224	2,662	2,939	3,323	3,560	3,179	3,209	3,019	2,156	2,057
Evening Applications	427	474	492	568	542	490	446	464	378	359
Total	2,651	3,136	3,431	3,891	4,102	3,669	3,655	3,483	2,534	2,416
First Year Enrollments	247	258	260	282	261	261	261	276	260	273
Total Enrollments	842	867	846	851	858	843	838	863	856	876
1st Yr Enrollments/ Total Applications	9%	8%	8%	7%	6%	7%	7%	8%	10%	11%
University of Baltimore										
Day Applications	1,105	1,513	1,843	2,240	2,286	2,318	1,935	1,784	1,484	1,331
Evening Applications	464	521	594	633	636	574	524	510	378	353
Total	1,569	2,034	2,437	2,873	2,922	2,892	2,459	2,294	1,862	1,684
First Year Enrollments	286	284	303	331	326	310	319	300	289	285
Total Enrollments	930	954	993	1,052	1,063	1,032	1,053	1,047	1,009	1,006
1st Yr Enrollments/ Total Applications	18%	14%	12%	12%	11%	11%	13%	13%	16%	17%
Both Law Schools										
Day Applications	3,329	4,175	4,782	5,563	5,846	5,497	5,144	4,803	3,640	3,388
Evening Applications	891	995	1,086	1,201	1,178	1,064	970	974	756	712
Total	4,220	5,170	5,868	6,764	7,024	6,561	6,144	5,777	4,396	4,100
First Year Enrollments	533	542	563	613	587	571	580	576	549	558
Total Enrollments	1,772	1,821	1,839	1,903	1,921	1,875	1,891	1,910	1,865	1,882
1st Yr Enrollments/ Total Applications	13%	11%	10%	9%	8%	9%	9%	10%	13%	14%

Sources: MHEC Enrollment Information System, University of Maryland School of Law, University of Baltimore School of Law

Table 2
Trends in Credentials of Entering Law School Students in Maryland

	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997
University of Maryland										
Median GPA										
Day	3.15	3.15	3.25	3.25	3.25	3.25	3.35	3.25	3.25	3.35
Evening	3.15	3.15	3.25	3.25	3.15	3.15	3.25	3.20	3.35	3.25
Median LSAT										
Day	37	38	39	39	160	158	159	157	157	156
Evening	39	37	40	39	160	154	158	155	157	156
University of Baltimore										
Median GPA										
Day	3.23	3.17	3.12	3.15	3.14	3.16	3.15	3.15	3.01	2.97
Evening	2.96	3.06	3.05	3.08	3.03	3.02	3.02	3.09	3.03	2.94
Median LSAT										
Day	32	34	35	35	156	155	155	153	151	150
Evening	30	33	35	34	155	154	154	152	151	152

Sources: University of Maryland School of Law, University of Baltimore School of Law

Table 3
Trends in Law School Enrollments in Maryland (by Gender)

	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997
University of Maryland										
Men	521	424	398	397	431	419	419	440	427	416
Women	409	443	448	454	427	424	419	423	429	460
% Women	44%	51%	53%	53%	50%	50%	50%	49%	50%	53%
University of Baltimore										
Men	431	511	524	562	554	547	550	545	530	506
Women	411	443	469	490	509	485	503	502	479	500
% Women	49%	46%	47%	47%	48%	47%	48%	48%	48%	50%
Both Law Schools										
Men	952	935	922	959	985	966	969	985	957	922
Women	820	886	917	944	936	909	922	925	908	960
% Women	46%	49%	50%	50%	49%	49%	49%	48%	49%	51%

Source: MHEC Enrollment Information System

Table 4
Trends in Law School Enrollments in Maryland (by Race/Ethnicity)

	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997
University of Maryland										
African-American	136	151	149	173	172	191	172	174	152	119
Asian-American	23	27	23	25	36	52	56	61	71	86
Hispanic	5	8	10	7	5	14	18	23	25	27
Native American	2	1	0	0	0	2	2	3	1	3
White	673	675	661	642	641	580	585	595	599	632
Other	3	5	3	4	4	4	5	7	8	9
% African-American	16.2%	17.4%	17.6%	20.3%	20.0%	22.7%	20.5%	20.2%	17.8%	13.6%
% All Minorities	19.7%	21.6%	21.5%	24.1%	24.8%	30.7%	29.6%	30.2%	29.1%	26.8%
University of Baltimore										
African-American	66	95	131	146	176	160	155	136	135	132
Asian-American	10	13	16	16	11	14	13	21	28	37
Hispanic	10	11	8	14	15	14	8	8	17	20
Native American	1	0	0	0	1	1	2	2	1	7
White	843	834	838	876	858	825	857	848	778	745
Other	0	1	0	0	2	18	18	32	46	65
% African-American	7.1%	10.0%	13.2%	13.9%	16.6%	15.5%	14.7%	13.0%	13.4%	13.1%
% All Minorities	9.4%	12.5%	15.6%	16.7%	19.1%	18.3%	16.9%	16.0%	17.9%	19.5%
Both Law Schools										
African-American	202	246	280	319	348	351	327	310	287	251
Asian-American	33	40	39	41	47	66	69	82	99	123
Hispanic	15	19	18	21	20	28	26	31	42	47
Native American	3	1	0	0	1	3	4	5	2	10
White	1,516	1,509	1,499	1,518	1,499	1,405	1,442	1,443	1,377	1,377
Other	3	6	3	4	6	22	23	39	54	74
% African-American	11.4%	13.5%	15.2%	16.8%	18.1%	18.7%	17.3%	16.2%	15.4%	13.3%
% All Minorities	14.3%	16.8%	18.3%	20.0%	21.7%	23.9%	22.5%	22.4%	23.1%	22.9%

NOTE: "All Minorities" include African-American, Asian-American, Hispanic, and Native American
Source: MHEC Enrollment Information System

Table 5
Trends in Law School Enrollments in Maryland (by Residency at Time of Application)

	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997
University of Maryland										
Residents	628	662	641	633	639	614	621	619	620	616
Nonresidents	201	200	198	217	215	221	208	231	226	251
% Nonresident	24%	23%	24%	26%	25%	27%	25%	27%	27%	29%
University of Baltimore										
Residents	798	783	844	885	857	832	860	879	833	818
Nonresidents	131	169	147	166	205	197	190	164	173	185
% Nonresident	14%	18%	15%	16%	19%	19%	18%	16%	17%	18%
Both Law Schools										
Residents	1,426	1,445	1,485	1,518	1,496	1,446	1,481	1,498	1,453	1,434
Nonresidents	332	369	345	383	420	418	398	395	399	436
% Nonresident	19%	20%	19%	20%	22%	22%	21%	21%	22%	23%

Source: MHEC Enrollment Information System

Table 6
Trends in Law Degrees Awarded in Maryland

	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997
University of Maryland	239	227	283	262	246	259	254	242	263	241
University of Baltimore	237	259	254	265	286	311	296	309	301	307
Both Law Schools	476	486	537	527	532	570	550	551	564	548

Source: MHEC Degree Information System

Table 7
Trends in Law Degrees Awarded in Maryland (by Gender)

	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997
University of Maryland										
Men	115	125	142	133	108	117	129	125	128	124
Women	124	102	141	129	138	142	125	117	135	117
% Women	52%	45%	50%	49%	56%	55%	49%	48%	51%	49%
University of Baltimore										
Men	140	149	139	158	152	159	160	155	160	157
Women	97	110	115	107	134	152	136	154	141	150
% Women	41%	43%	45%	40%	47%	49%	46%	50%	47%	49%
Both Law Schools										
Men	255	274	281	291	260	276	289	280	288	281
Women	221	212	256	236	272	294	261	271	276	267
% Women	46%	44%	48%	45%	51%	52%	48%	49%	49%	49%

Source: MHEC Degree Information System

Table 8

Trends in Law Degrees Awarded in Maryland (by Race/Ethnicity)

	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997
University of Maryland										
African-American	38	30	43	49	43	42	58	52	48	54
Asian-American	3	5	8	7	8	6	7	15	22	19
Hispanic	2	2	1	2	4	2	1	1	7	8
Native American	1	1	1	0	0	0	0	0	1	0
White	195	188	230	203	189	209	188	172	184	159
Other	0	1	0	1	2	0	0	2	1	1
% African-American	15.9%	13.2%	15.2%	18.7%	17.5%	16.2%	22.8%	21.5%	18.3%	22.4%
% All Minorities	18.4%	16.7%	18.7%	22.1%	22.4%	19.3%	26.0%	28.1%	29.7%	33.6%
University of Baltimore										
African-American	12	16	14	16	24	40	38	57	42	31
Asian-American	4	0	1	3	6	5	5	2	7	1
Hispanic	0	3	4	3	1	3	9	3	2	3
Native American	0	0	0	0	0	0	0	0	1	0
White	221	240	235	242	255	263	244	247	247	268
Other	0	0	0	1	0	0	0	0	2	1
% African-American	5.1%	6.2%	5.5%	6.0%	8.4%	12.9%	12.8%	18.4%	14.0%	10.1%
% All Minorities	6.8%	7.3%	7.5%	8.3%	10.8%	15.4%	17.6%	20.1%	17.3%	11.4%
Both Law Schools										
African-American	50	46	57	65	67	82	96	109	90	85
Asian-American	7	5	9	10	14	11	12	17	29	20
Hispanic	2	5	5	5	5	5	10	4	9	11
Native American	1	1	1	0	0	0	0	0	2	0
White	416	428	435	445	444	472	432	419	431	427
Other	0	1	0	2	2	0	0	2	3	2
% African-American	10.5%	9.5%	10.6%	12.3%	12.6%	14.4%	17.5%	19.8%	16.0%	15.5%
% All Minorities	12.6%	11.7%	13.4%	15.2%	16.2%	17.2%	21.5%	23.6%	23.0%	21.2%

Source: MHEC Degree Information System

Table 9

Percentage of Graduates from Maryland and Out-of-State Law Schools Taking the Maryland Bar Examination

	Feb 1993	July 1993	Feb 1994	July 1994	Feb 1995	July 1995	Feb 1996	July 1996	Feb 1997	July 1997
Maryland	26.2%	33.3%	25.7%	31.1%	18.7%	30.1%	18.7%	30.6%	20.5%	29.5%
Out-of-State	73.8%	66.7%	74.3%	68.9%	81.3%	69.9%	81.3%	69.4%	79.5%	70.5%

Source: State Board of Law Examiners

Table 10
First Time Passage Rates - Maryland Bar Examination

	Feb 1993	July 1993	Feb 1994	July 1994	Feb 1995	July 1995	Feb 1996	July 1996	Feb 1997	July 1997
Univ. of Maryland	81.8%	85.4%	74.4%	86.5%	87.0%	83.2%	82.1%	82.8%	83.3%	75.0%
Univ. of Baltimore	82.5%	80.4%	75.4%	81.6%	78.3%	82.1%	72.5%	73.8%	83.9%	67.8%
All Candidates (In and Out of Maryland)	79.1%	78.4%	76.9%	78.2%	76.4%	74.8%	77.3%	75.5%	79.3%	69.0%

Source: State Board of Law Examiners

Table 11
National Statistics on Legal Education

	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996
Number of Law Schools	175	174	175	175	176	176	176	177	178	179
LSAT Administrations	115,988	137,088	138,865	152,685	145,567	140,054	132,028	128,553	114,756	NA
ABA Applicants (est.)	78,900	87,300	93,000	99,300	97,700	91,900	89,600	84,300	76,700	NA
First Year Law School Enrollments	41,055	42,860	43,826	44,104	44,050	42,793	43,644	44,298	43,676	43,245
Total Enrollments in J.D. Programs	117,997	120,694	124,471	127,261	129,580	128,212	127,802	128,989	129,318	128,623
% Women Enrollments in J.D. Programs	41.5%	42.2%	42.7%	42.5%	42.5%	42.6%	43.1%	43.3%	44.0%	44.4%
Number of Law Degrees (J.D. or LL.B) Awarded	35,478	35,701	35,520	36,385	38,800	39,425	40,213	39,710	39,191	39,920
Number of Candidates Admitted to the Bar	39,918*	46,528	47,174	43,286*	54,577	57,117	51,152	57,875	56,613	NA

* Incomplete data
Source: American Bar Association

Table 12

Trends in the Employment Status of Graduates from Maryland Law Schools

	1992	1993	1994	1995	1996
University of Maryland					
% Employed Full-time	78.4%	77.4%	76.7%	78.1%	79.6%
% Employed Full-Time in Legal Position	70.2%	63.8%	59.4%	56.5%	65.4%
% Unemployed and Seeking Work	11.5%	12.3%	11.2%	12.7%	8.3%
N	(218)	(243)	(249)	(237)	(240)
University of Baltimore					
% Employed Full-time	65.2%	70.7%	79.1%	80.0%	81.8%
% Employed Full-time in Legal Position	58.3%	53.1%	66.1%	60.4%	63.7%
% Unemployed and Seeking Work	18.6%	13.2%	11.4%	11.8%	9.3%
N	(247)	(273)	(254)	(280)	(248)

Source: Employment Report and Salary Survey, National Association for Law Placement

Table 13
Trends in Type of Initial Employer of Maryland Law School Graduates

	1992	1993	1994	1995	1996
University of Maryland					
Law Firm/Private Practice	41.8%	37.2%	42.2%	34.7%	42.0%
Judicial Clerk	26.9%	24.2%	17.5%	17.8%	21.3%
Other Government	19.2%	20.8%	16.6%	22.3%	11.6%
Business	9.3%	13.0%	19.9%	19.8%	17.4%
Public Interest	1.1%	1.9%	1.9%	3.5%	6.3%
Academic	1.6%	2.9%	1.9%	2.0%	1.4%
N	(182)	(207)	(211)	(202)	(207)
University of Baltimore					
Law Firm/Private Practice			44.3%	36.8%	39.7%
Judicial Clerk			18.4%	23.0%	21.0%
Other Government			17.5%	19.2%	17.8%
Business			14.2%	18.0%	18.7%
Public Interest			4.2%	0.8%	2.7%
Academic			1.4%	1.3%	0.0%
N			(212)	(239)	(219)

Note: Figures for 1992 and 1993 not available for University of Baltimore

Source: Employment Report and Salary Survey, National Association for Law Placement

Table 14
Trends in Work Location of Graduates from Maryland Law Schools

	1992	1993	1994	1995	1996
University of Maryland					
Employed in Maryland	78.7%	74.0%	72.2%	68.8%	68.3%
Employed Outside Maryland	21.3%	26.0%	27.8%	30.8%	31.7%
University of Baltimore					
Employed in Maryland			82.1%	83.3%	83.5%
Employed Outside Maryland			17.9%	16.7%	16.5%

Note: Figures for 1992 and 1993 not available for University of Baltimore

Source: Employment Report and Salary Survey, National Association for Law Placement

Table 15
Typology of States - Based on Graduates and Jobs

STATE TYPE:	PERCENTAGE OF GRADUATES STAYING IN STATE IS:			
	66% OR LESS		MORE THAN 66%	
	66% or Fewer of Jobs to In-state Grads	More than 66% of Jobs to In-state Grads	66% or Fewer of Jobs to In-state Grads	More than 66% of Jobs to In-state Grads
Fewer Graduates than Jobs (index < .90)	AK, NV, RI		AZ, HI, ID, NJ, NM	MT
Graduates = Jobs (0.9 ≤ index ≤ 1.10)	PA		CO, GA, MD ME, NY, WA, WV	MO, SC
More Graduates than Jobs (Index > 1.10)	CT, DC, DE, NH, NC, TN, VT, VA	IA, IN, KS, LA, MA, MI MS, NE, ND, OK, OR, SD, UT	WI	AL, AR, CA, FL, IL, KY, MN, OH, TX, WY

Source: Employment Report and Salary Survey, National Association for Law Placement

TABLE 16

Trends in Annual Salary of Maryland Law School Graduates Employed Full-Time

	1994	1995	1996
University of Maryland			
Legal			
Mean Salary	$40,754	$40,013	$43,840
Median Salary	$33,000	$33,000	$40,500
N	(65)	(89)	(155)
Non Legal (Professional)			
Mean Salary	$46,393	$45,376	$47,616
Median Salary	$52,000	$41,000	$45,000
N	(14)	(28)	(34)
University of Baltimore			
Legal			
Mean Salary	$34,579	$34,676	$35,552
Median Salary	$30,200	$31,750	$33,000
N	(105)	(116)	(101)
Non Legal (Professional)			
Mean Salary	$40,859	$43,833	$48,286
Median Salary	$44,000	$41,500	$46,500
N	(21)	(36)	(28)

Source: Employment Report and Salary Survey, National Association for Law Placement

Table 17

Mean and Median Salary of Types of Maryland Law School Graduates Employed Full-time (1996)

	University of Maryland			University of Baltimore		
	N	Mean	Median	N	Mean	Median
Gender						
Men	96	$46,679	$44,500	73	$38,504	$34,000
Women	93	$42,290	$36,000	57	$37,858	$34,000
Race						
Minority	44	$37,849	$32,850	23	$40,939	$40,000
Nonminority	143	$46,418	$45,000	107	$37,637	$34,000
Gender/Race						
Minority Men	13	$42,629	$35,000	8	$49,661	$54,000
Minority Women	31	$35,845	$32,500	15	$36,287	$33,000
Nonminority Men	82	$47,183	$45,000	65	$37,131	$34,000
Nonminority Women	61	$45,390	$41,000	42	$38,419	$34,100
Type of Employer						
Law Firm/Private Practice	78	$52,152	$52,250	42	$41,940	$40,000
Judicial Clerk	44	$29,849	$29,000	36	$28,868	$27,849
Other Government	21	$44,806	$38,000	26	$37,699	$36,000
Business	32	$53,469	$49,800	24	$47,187	$42,000
Public Interest	11	$30,318	$30,000	2	*	*
Academic	0	-	-	1	*	*
Place of Employment						
Maryland	131	$41,381	$40,000	106	$37,121	$33,750
Outside Maryland	58	$51,608	$49,508	24	$43,080	$37,915

* N too small for analysis

Source: 1996 Employment Report and Salary Survey, National Association for Law Placement

Table 18

Employment Status of Graduates from Maryland Law Schools by Gender and Race (1996)

	University of Maryland	University of Baltimore
Gender		
Men (N)	(121)	(132)
% Employed Full-Time	80.2%	85.6%
% Employed Full-Time in Legal Position	66.9%	65.6%
% Unemployed and Seeking Work	7.4%	9.8%
Women (N)	(119)	(117)
% Employed Full-Time	79.0%	77.8%
% Employed Full-Time in Legal Position	63.9%	61.5%
% Unemployed and Seeking Work	9.2%	8.5%
Race/Ethnicity		
African-American (N)	(39)	(33)
% Employed Full-Time	66.7%	75.8%
% Employed Full-Time in Legal Position	51.3%	36.4%
% Unemployed and Seeking Work	15.4%	18.2%
Other Minorities (N)	(26)	(8)
% Employed Full-Time	76.9%	75.0%
% Employed Full-Time in Legal Position	57.7%	50.0%
% Unemployed and Seeking Work	7.7%	12.5%
White (N)	(172)	(208)
% Employed Full-Time	83.1%	83.2%
% Employed Full-Time in Legal Position	69.8%	68.8%
% Unemployed and Seeking Work	7.0%	7.7%

Source: 1996 Employment Report and Salary Survey, National Association for Law Placement

Table 19

Type of Initial Employer of Graduates from Maryland Law Schools by Gender and Race (1996)

	University of Maryland	University of Baltimore
Gender		
Men (N)	(106)	(116)
Law Firm/Private Practice	50.0%	41.4%
Judicial Clerk	17.0%	24.1%
Other Government	11.3%	19.0%
Business	16.0%	14.7%
Public Interest	3.8%	1.7%
Academic	1.9%	0.0%
Women (N)	(101)	(103)
Law Firm/Private Practice	33.7%	37.9%
Judicial Clerk	25.7%	17.5%
Other Government	11.9%	17.5%
Business	18.8%	23.3%
Public Interest	8.9%	3.9%
Academic	1.0%	0.0%
Race/Ethnicity		
African-American (N)	(29)	(26)
Law Firm/Private Practice	20.7%	11.5%
Judicial Clerk	20.7%	23.1%
Other Government	20.7%	30.8%
Business	20.7%	34.6%
Public Interest	13.8%	0.0%
Academic	3.4%	0.0%
Other Minorities (N)	(23)	(7)
Law Firm/Private Practice	17.4%	14.3%
Judicial Clerk	21.7%	0.0%
Other Government	26.1%	28.6%
Business	21.7%	42.9%
Public Interest	13.0%	14.3%
Academic	0.0%	0.0%
White (N)	(153)	(186)
Law Firm/Private Practice	49.7%	44.6%
Judicial Clerk	21.6%	21.5%
Other Government	7.8%	15.6%
Business	15.7%	15.6%
Public Interest	3.9%	2.7%
Academic	0.7%	0.0%

Source: 1996 Employment Report and Salary Survey, National Association for Law Placement